

Stanford Hospital and Clinics and Lucile Packard Children's Hospital

Educational Module

Illness and Impairment Recognition

Well Being Committee

Stanford Hospital and Clinics(SHC) and Lucile Packard Children's Hospital (LPCH) Health and Well Being Committee focuses on the matter of the impaired physician and physician-in-training in the Hospital. The Medical Staff will establish and monitor the efforts of a Physician Support Panel with responsibility for dealing directly and confidentially with impaired physicians and physicians in training

Well Being Review Process

- Review information from referral sources (self-referrals, colleague referrals, Supervisor/Medical Board referrals) that concerns the well-being of physicians and physicians-in-training.
- Meet with the individual whom the Committee is attempting to help.
- Determine if a problem exists and, if so, the nature of the problem.
- Develop a plan with the physician or physician-in-training to address the problem. This plan may include a number of treatment options.
- Formalize that plan into a contract between the Committee and the individual.
- Monitor the treatment progress of the individual.
- If the individual either refuses to follow the recommended plan or fails to comply with its terms, transmit that information to the Chief of Staff.

Definitions

A.	Impairment	
	1.	Refers to any condition, regardless of cause, which interferes with the individual's ability to function as normally expected. Impairment may exist in one or in multiple domains, including, but not limited to, psychomotor activity and skills, conceptual or factual recall, integrating or synthetic thought processes, judgment, attentiveness, demeanor, and attitudes as manifested in speech or actions.
B.	Impaired Provider	
	1.	One who is unable to practice his/her profession with reasonable skill and safety because of a physical or mental illness, including deterioration through the aging process, loss of motor skill, excessive use or abuse of drugs including alcohol, displaying disruptive behavior.

How do I refer myself?

- First and foremost, this is a confidential process
- Getting the proper help is the primary concern
- [Call](#) or page the Chair or any committee member at any time to initiate the process

How do I refer someone?

- Any staff member (medical staff, resident/fellow, nursing, employees, etc.) may refer
- Referral to the Well Being Committee benefits the Stanford community
- Documentation of the event that triggers the referral is important
- [Call](#) or page the Chair or any member of the Well Being Committee to discuss the referral
- ***PLEASE NOTE: Your name will remain anonymous***

Wellness Committee

- **Purpose**

The Wellness Committee is a committee intended to encourage and support Medical Staff members and trainees in their efforts to maintain their own physical and mental well-being in the face of the many stresses of modern medical practice. The committee believes that the wellness of our caregivers is critical to the provision of high quality medical care. We intend to periodically assess the professional satisfaction, wellbeing and wellness needs of our practitioners, provide wellness resources and referrals, and promote a culture which respects wellness and “health seeking behavior” as essential elements of a complete physician.

Resources

- Well Being Website:

<http://medicalstaff.stanfordhospital.org/well-being/>

- Wellbeing Committee Member Contacts:

<http://medicalstaff.stanfordhospital.org/well-being/members.html>